

Implementation Guidelines for Combatting Sex/Gender Based Discrimination

The district is committed to ensuring equity in all its programs. This document is designed to help the administration avoid claims of sex/gender based discrimination and to ensure all students and employees are treated fairly.

Education - Students

The district's anti-bullying and anti-discrimination education efforts will include education to students regarding the following topics:

- Identifying bullying and cyberbullying
- Identifying all forms of discrimination, including sex discrimination based on gender stereotypes, gender nonconformity, and transgender status
- Concrete and age appropriate examples of harassment, intimidation, discrimination and bullying – and appropriate responses
- Outline of the district's conduct expectations
- Ways in which prohibited conduct adversely affects the education environment
- Identification of bullying and discrimination coordinators
- Explanation of how to file a claim of harassment, intimidation, discrimination or bullying

Education – Staff

All school personnel have a responsibility to understand the district's commitment to eliminate all forms of discrimination in all its programs. The district will provide basic training to school personnel to ensure success, including information about who to contact in regard to potential discrimination. The district will also provide additional training to personnel who are designated program coordinators.

Handbooks

All school site handbooks must contain the following language:

There will be no discrimination in the district because of race, color, sex, pregnancy, gender, gender expression or identity, national origin, religion, disability, veteran status, sexual orientation, age, or genetic information in its programs, services, activities and employment. The following people have been designated to handle inquiries regarding the district's non-discrimination

policies:

Section 504/Title II of the Americans with Disabilities Act Coordinator (for questions or complaints based on disability)

*Becky Mease
Grove Public Schools
P.O. Box 450789
Grove, OK 74345*

Title VI of the Civil Rights Act Coordinator (for questions or complaints based on race, color and national origin)

*Becky Mease
Grove Public Schools
P.O. Box 450789
Grove, OK 74345*

Title IX Coordinator (for questions or complaints based on sex, pregnancy, gender, gender expression or identity)

*Becky Mease
Grove Public Schools
P.O. Box 450789
Grove, OK 74345*

Age Act Coordinator (for questions or complaints based on age)

*Becky Mease
Grove Public Schools
P.O. Box 450789
Grove, OK 74345*

Any individual who has experienced some other form of discrimination, including discrimination not listed above, may contact:

*Becky Mease
Grove Public Schools
P.O. Box 450789
Grove, OK 74345*

Outside Assistance may be obtained from:

*U.S. Department of Education
Office for Civil Rights
One Petticoat Lane
1010 Walnut Street, Suite 320
Kansas City, MO 64106
(816) 268-0550
(816) 268-0599 (Fax)*

(877) 521-2172 (TTY)
E-mail: OCR.KansasCity@ed.gov

All district employees and students will be provided with age appropriate education regarding types of discrimination, harassment and bullying. Students and employees will also be advised of the district's expectations regarding appropriate conduct. Any student who is experiencing difficulty fully accessing the district's education programs should contact the appropriate coordinator so a success plan can be developed for the student.

Administrator Responses

Any administrator who becomes aware that a student is pregnant or transitioning to a different gender must meet privately with the student, or with the student and another administrator of the student's gender, to discuss the situation. The meeting must include discussion of whether the student's parent/guardian can be contacted (no student may be "outed" to his/her parent or guardian) and creation of a transition plan. The plan is not to be punitive/exclusionary in nature and must be designed to ensure the student's educational success.

Each student must be provided with information regarding the district's nondiscrimination policies and procedures and the name/contact information for the district's nondiscrimination coordinators. The student must also be provided with the name/number of a staff liaison in the event the student encounters any difficulties with his/her education.